



FOR YOUTH DEVELOPMENT
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

EXECUTIVE VACANCY ANNOUNCEMENT Hodding Carter Memorial YMCA

Position: President/CEO

Address: 1688 Fairground Road
Greenville, MS 38703-7805

The Hodding Carter Memorial YMCA is an equal opportunity employer committed to valuing diversity and practicing inclusion.

Position Description and Board Expectations:

The Hodding Carter Memorial YMCA has benefited from extraordinary staff leadership and is now seeking an individual to be the Association's next President and CEO. The CEO is expected to be highly visible in the community, ensuring that the Y remain a highly respected and desired partner with a strong stake in identifying and addressing the solutions for community issues. Candidates must be able to **implement and direct fundraising programs** and practices that assure that public and private resources are available to support operational and capital needs. Staff is a key component to the continued success of the YMCA. The individual must be able to evaluate the current strengths and weaknesses of all key staff and create individual **staff development** plans. The plan must ensure that the YMCA has an outstanding, dedicated, and culturally competent team.

The CEO must be an **ambassador** for the mission, goals, and values of the YMCA within the community and uphold the highest ethical standards and values exemplified in the YMCA heritage. The CEO should be able to identify key issues and challenges facing the whole community (diabetes epidemic, health and wellness for the community, drugs, violence, the need for afterschool activities, latchkey kids, etc.) with particular attention to value-added programming that will address the needs of the community and align with the Y's mission.

The programs that are offered by the YMCA are essential to the continued growth, development and retention of the membership; particular attention needs to be focused on the recent increase in local competition for health and wellness programs. Through the decision by the leadership (both board and staff), it is critical for the next leader to pursue the implementation of the current strategic plan, which entails the building of an indoor pool facility to serve the community.

Entrepreneurial leader is needed for the Hodding Carter Memorial YMCA. Individual must be a creative and an **energetic self-starter**, with fiscally sound practices to increase the impact of the Y in the community. The ability to bring a community together of varying diverse backgrounds is the key to the success of the new leader.

Within the **first year** of employment CEO must have a capital campaign plan and design in place to continue the course for the indoor pool project, membership plan to address the competition and challenges due to economic times, and position the Y to be a civic leader for Greenville and surrounding communities.

Minimum Criteria for candidates:

1. Accredited 4-year college degree.
2. 5-8 years of experience in CEO or senior management role with a YMCA or related experience with direct supervision of multiple levels of staff/employees.
3. Must demonstrate excellent written and verbal communication skills and personal values consistent with the YMCA mission.
4. Must have the ability to develop and strengthen community relationships.
5. Must demonstrate values consistent with the YMCA mission.
6. YMCA Organization Leader Certificate (Note: Candidates not already in possession of this certificate has three years to obtain via Y-USA)
7. Have the ability to develop new programs, review and enhance programs being offered or considered for both economy and the effectiveness in broadening our engagement in the communities in which we serve.

Preferred Criteria for Candidates:

1. Fiscally sound business management approach.
2. Strategic planning and Fundraising experience including annual campaigns and the securing of grants.
3. A proven track record of budgetary and fiscal management in excess of \$1 M or more annually.
4. Have demonstrated fiscal responsibility and adherence to the budget.
5. Ability to work with people of diverse cultural background and affect the overall diversity and makeup of the staff and the board to reflect the community which the organization serves.

Salary Range and Benefits

Salary is Commensurate with Experience. Hiring range is \$75,000 - \$90,000 annualized. Benefits include a defined contribution plan with 12% of salary contributed by the association (when eligibility requirements are met). 100% paid life and long-term disability coverage; 100% paid health and 50% paid dental coverage and up to 25% of the dependent health and dental coverage if so elected; supplemental life, disability, vision, and flexible spending accounts are available.

**Hodding Carter Memorial YMCA
Association Facts**

The Greenville YMCA opened in 1923. Seven years later the Y relocated to Theobald Street and added an indoor pool. Construction of the current facility was made possible by a generous gift from the Hodding Carter, Jr. family and additional community support. In January 1984 the Hodding Carter Memorial YMCA opened.

The YMCA is named in honor of the late Hodding Carter, Jr., Pulitzer Prize Winning Publisher of the Delta Democrat Times.

Hodding Carter Jr., a native son of Louisiana, came to Greenville from Hammond, LA, in 1936 to found a new daily newspaper. Two years later he and his partners bought out the existing daily and created the Delta Democrat-Times. Over the course of the next 34 years he wrote 22 books, over 500 magazine articles and a host of speeches, most of his topics being Southern-based and reform-minded.

When he died in 1972 at age 65, he left behind three sons, a national reputation as a crusader for racial justice, and his wife, Betty W. Carter, his indispensable partner in marriage and virtually everything else, from the books to the newspaper. "Our town is different," he once proclaimed in a national magazine article about the town's relative moderation in a time of racist reaction (or segregationist frenzy), and the two Carters spent their lives trying to help Greenville make good of his proud boast.

Health and Wellness

Traditional aquatics and land exercise programs as well as specialty programs for all members of the family. Example of these programs includes: boot camp, group cycling, teen time at the Y, and Galloway Half Marathon training as well as many fitness classes to meet your fitness needs.

Aquatics

The Delta Aquatic Club introduces swimmers to the skills, joys, and discipline of competitive swimming. A highly qualified coach teaches proper technique for freestyle, back stroke, breaststroke and butterfly.

Swim lessons for all ages also available.

After School Program

The State Licensed YMCA After School Program is great for working parents that have a busy schedule. Our program here at the YMCA stresses a variety of positive values that reflect respect, responsibility, honesty, and caring. The After School program encourages academics and creativity along with physical fitness skills. Some of our activities include homework/study program, a computer lab, indoor and outdoor games, and arts and crafts.

Spring Break and Summer Camp programs available during school breaks.

Family Program

Many wonderful events and programs for the whole family:

- Harvest Hayride
- Mom, Milkshake and a Movie
- Father/Daughter Valentine's Date
- Catfish Rodeo
- Mom/Son Bowl-a-rama

Gymnastics

The Hodding Carter Memorial Y has an amazing program since 2004 that produced nine all-around state champions, a regional qualifier and fifty-four event champions. Gymnasts learn how to concentrate, handle their fears, focus their minds, and develop positive attitudes toward new learning situations. They learn tenacity and its role in attaining goals, from which they develop confidence, self-esteem and emotional self-control.

More importantly, in keeping with the Y mission, we strive to empower youth to be healthier in spirit, mind and body.

Sports

Adult and youth programs offered year round, from baseball to volleyball.

Financial

The 2011 operating budget is approximately \$1.4 million of which 54% comes from membership, 36% from programs, 6% from annual campaign (or other special events), 2% from government sources and 2% from other income.

Other sites for information:

www.ymcahcm.org

www.greenville.ms.us

www.greenville.ms.us/chamber_of_commerce.html

www.deltaedc.com

Target Dates for the search process

Resumes accepted through:	September 28
Preliminary interviews:	October 17 and 18
Final interviews:	November 8, 9 & 10
Decision:	November 15

To Apply

Candidates will apply via the following website:

<http://www.ymca.net/career-opportunities/>

*Please click on the 'open positions' tab where you will then be able to find the information for the **Hodding Carter Memorial YMCA** (via key word search or state dropdown). You will be requested to submit the following with your online application: A resume and cover letter, along with six professional references. Note: References will be checked on final candidates.*

Questions regarding this position should be directed to

Questions about this CEO search process may be directed to Anne Koo Thornquist
anne.thornquist@ymca.net, Region Director, CEO Search, YMCA of the USA. Questions about this
particular YMCA may be directed to Charles Trammell Charles.trammell@ymca.net, Resource Director,
YMCA of the USA